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# SENATE RESOLUTION

URGING HAWAII EMPLOYERS TO DEVELOP AND IMPLEMENT STANDARDS OF CONDUCT AND POLICIES FOR MANAGERS AND EMPLOYEES TO REDUCE WORKPLACE BULLYING AND PROMOTE HEALTHFUL AND SAFE WORK ENVIRONMENTS.

1 WHEREAS, healthy and productive employees are the  
2 cornerstones of successful businesses and a prosperous economy;  
3 and  
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5 WHEREAS, unfortunately, many employees are subjected to  
6 unhealthy, abusive work environments where workplace bullying,  
7 abuse, and harassment are prevalent occurrences, independent of  
8 membership in a protected group; and  
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10 WHEREAS, as a result, these employees may experience  
11 physical and psychological harm, which negatively impacts job  
12 performance and job safety, often manifesting in injuries and  
13 illnesses; and  
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15 WHEREAS, the National Institute for Occupational Safety and  
16 Health recognizes general harassment, including workplace  
17 bullying, as a form of workplace violence; and  
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19 WHEREAS, the National Institute for Occupational Safety and  
20 Health has defined workplace bullying as the repeated  
21 intimidation, slandering, social isolation, or humiliation by  
22 one or more persons against another; and  
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24 WHEREAS, Congress has found that employee injuries and  
25 illnesses that arise out of work situations impose a substantial  
26 burden on businesses and that these injuries and illnesses can  
27 be reduced through the establishment and enforcement of minimum  
28 health and safety standards; and  
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30 WHEREAS, accordingly, the Hawaii occupational safety and  
31 health law ensures safe and healthful working conditions for all  
32 employees throughout the State; and  
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1 WHEREAS, in addition to the current protections under the  
2 law, employees need protection from the repeated health-  
3 impairing mistreatment of one person by another in order to  
4 promote safe and healthful work environments; now, therefore,  
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6 BE IT RESOLVED by the Senate of the Twenty-third  
7 Legislature of the State of Hawaii, Regular Session of 2006,  
8 that all employers in Hawaii are urged to develop and implement  
9 standards of conduct and policies for managers and employees to  
10 reduce workplace bullying and to promote healthful and safe work  
11 environments; and  
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13 BE IT FURTHER RESOLVED that Hawaii employers are encouraged  
14 to refer to the following internet websites, among other  
15 resources, to obtain information to assist them in developing  
16 and implementing standards of conduct and policies for their  
17 managers and employees regarding workplace bullying:  
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- 19 (1) The Workplace Bullying & Trauma Institute at  
20 [www.bullyinginstitute.org](http://www.bullyinginstitute.org);
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- 22 (2) Bully Busters at [www.bullybusters.org](http://www.bullybusters.org); and  
23
- 24 (3) The Crime Prevention and Justice Assistance Division  
25 of the Department of the Attorney General at  
26 [www.cpja.ag.state.hi.us/workplaceviolence](http://www.cpja.ag.state.hi.us/workplaceviolence); and  
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28 BE IT FURTHER RESOLVED all Hawaii employers who develop and  
29 implement standards of conduct and policies for the reduction of  
30 workplace bullying are requested to report such to the  
31 Department of Labor and Industrial Relations; and  
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33 BE IT FURTHER RESOLVED the Department of Labor and  
34 Industrial Relations is requested to submit to the Legislature a  
35 report on the Hawaii employers that have developed and  
36 implemented policies for reducing workplace bullying no later  
37 than twenty days prior to the convening of the Regular Session  
38 of 2007; and  
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40 BE IT FURTHER RESOLVED that certified copies of this  
41 Resolution be transmitted to the Governor; the Lieutenant  
42 Governor; the President of the Senate; the Speaker of the House  
43 of Representatives; the Chief Justice of the Supreme Court; the  
44 Director of Labor and Industrial Relations, who in turn is



1 requested to transmit copies to all other public sector  
2 employers; the Director of Human Resources Development; the  
3 Mayor and Chairperson of the Council of each county; the  
4 President of the Chamber of Commerce of Hawaii and its  
5 affiliated Chambers; the Chair of the Board of Directors for the  
6 Retail Merchants of Hawaii; the President of the Society for  
7 Human Resource Management; the President of the Hawaii Bankers  
8 Association; the Director of the National Federation of  
9 Independent Business-Hawaii; the President of the Hawaii  
10 Business League; the President of Small Business Hawaii; the  
11 President of the Hawaii Hotel Association; the President of the  
12 Maui Hotel Association; and the President of the Hawaii Business  
13 Roundtable.

